



Evangelical Friends Church
— EASTERN REGION —

Church Health Team Handbook

July 2019

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Church Health Team

Mission of EFC-ER:

Equip Churches to Make Disciples

Core Values of EFC-ER:

- Biblical Faithfulness—We will seek faithfulness to the inspired and authoritative Word of God, both in the truth we profess and the practices we embody.
- Empowered Leadership—We will discover, develop, and deploy leaders into clearly defined ministry roles.
- Innovative Multiplication—We will use and encourage innovative multiplication across our movement.
- Efficient Organization—We will organize around mission, core values, and vision, increasing efficiency by being a nimble, right-sized organization.
- Connectional Ministry—We will strengthen local and global ministries by partnering together with local churches and other organizations to accomplish our mission.

The purpose of the Church Health Ministry Team:

- Facilitate and resource the development of healthy churches.

We will accomplish our purpose by:

- Develop and implement a process of resourcing local churches to move toward increased health.
- Provide assessment processes to help local church know and embrace their current reality.
- Provide resources/training to assist the local church to move toward increased health.
- Assist and resource churches in the development of their individual Mission, Vision and Core Values.
- To assist churches in pastoral placement.
- To offer assistance and guidance for churches/pastors experiencing Church Health Issues (crisis).

Length of Term:

3 years

Number of Meetings:

Face to Face meetings scheduled quarterly each year

Monthly (or as needed) WebEx/Video call Meetings.

Counsel and Care – Accountability and Encouragement

It is the desire of the Church Health Team to connect with elders, at least annually, for encouragement and questions. Training videos will also be created and distributed for elders.

Church organizational model samples are available at www.efcer.org/churchhealth.

Counsel and Care – Discipline of Church Leaders

In the event that an elder or leader of the congregation is exhibiting inappropriate behavior or is in conflict with the lead pastor or other leader, the following steps should be taken and documented:

- The lead pastor, along with an elder or elected leader, should meet with the individual to attempt to resolve the situation.
- In cases where the situation cannot be quickly resolved at the local level, the Church Health Director should be contacted for advice and/or support in resolving the issue.
- In cases where behavior or conflict threatens the overall ministry of the church further action should be considered in accordance with paragraph 305 (Churches in Crisis) of the Faith and Practice.

Counsel and Care – Churches in Crisis

The following procedures are put into place in order to better serve churches that are in crisis in a consistent, Christ-honoring manner.

1. **ASSIGNMENT PHASE** – If a crisis situation becomes evident, the Church Health Team should investigate the situation. The Church Health Director or Church Health Team Leader should be the lead investigator. In most situations, a team should be developed of two or three people, as this allows for at least two witnesses and perspectives in dealing with the crisis (in line with I Timothy 5:19).
2. **INVESTIGATIVE PHASE** – The investigator(s) should gather relevant information from all involved parties. Investigators should strive to evaluate all relevant aspects of the crisis so as to come to a complete view of all contributing factors.
3. **EVALUATION PHASE** – After collecting as much relevant data as possible, the investigator(s) should evaluate the crisis to determine the appropriate steps to take.
4. **ACTION PHASE** – The investigator(s) is/are empowered to develop a plan of action consistent with the prior evaluation. In the event that the crisis involves circumstances of legal or moral turpitude, the investigator(s) is/are empowered to immediately remove those in suspected violation, pending further investigation by the Church Health Team.

If the investigator(s) find it necessary to apply *Faith & Practice* paragraph 305b, the Church Health Team must be contacted as soon as possible.

If the investigator finds it necessary to apply *Faith and Practice* paragraph 305c, then the Church Health Team must be contacted prior to taking this action and included in the decision to make a plan of action.

5. **RESOLUTION PHASE** – When the crisis is sufficiently resolved, the Church Health Team should be notified that this progress has been accomplished. After each resolution, the team should debrief with an eye towards improving future crisis interventions.

Vitality and Vision

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Evangelical Friends Church
EASTERN REGION

Guide for Renewing Lead Pastor Agreement

Introduction

When the current Pastoral Agreement with your lead pastor will be concluding within the next 12 months, important decisions must be made by the church and the Pastor regarding the potential continuation of the pastoral call. This document has been prepared by the Church Health Team to serve as a guide for your church in walking through the process of evaluating and potentially renewing the call of your lead pastor.

First things:

1. Commit to pray for wisdom and guidance as both the lead pastor and the local church seek the Lord's direction in this critical decision.
2. Know that your Church Health Director will walk you through every step of the process of assessment and reaching unity related to pastoral leadership.
3. Review Paragraph 342 of the *Faith and Practice* for additional guidance related to renewal of the lead pastor call.

The following items are included in this packet:

- A checklist to help you work through the process. We encourage you to follow through the checklist one step at a time.
- Lead Pastor Assessment Surveys statements to be used in the renewal process (these will be administered electronically).
- Copy of a Pastoral Agreement that might be used by your congregation after the call has been renewed.

Please feel free to make copies of this packet. Digital copies are also available on our website at www.efcer.org/churchhealth.

You are involved in an important task for Evangelical Friends Church – Eastern Region. May God give you wisdom and blessing as you fulfill your role in this renewal process.

Checklist for Renewal of Lead Pastor Call

1. _____ Contact the Church Health Director

Contact the Church Health Director at least 6 months prior to the conclusion of the current call with your lead pastor. The Church Health Director will assist the Elder Board and the congregation with the Pastoral Assessment and provide needed input on the renewal process. The Church Health Director will also assist in the final determination related to possible renewal of the pastoral call.

2. _____ Obtain Assessment Surveys from Church Health Director

The Lead Pastor Renewal Assessment surveys will be provided to you by the Church Health Director. The surveys will be administered electronically through an appropriate and anonymous electronic platform. There will be separate surveys provided to the Lead Pastor, Church Ministry Staff, Elders, and the Congregation.

3. _____ Determine who will be asked to complete the Congregation surveys

Each Elder Board may select the class of attendees to be given the Congregation electronic survey to complete. For example: some churches may wish to allow all attendees to complete a survey. Some may wish to only survey members. Still others may wish to survey everyone but have member responses tabulated separate from non-member. The choice is up to the local church.

4. _____ Determine process for providing options for individuals without a computer or without internet access.

We recognize that not every individual will have the capability or opportunity to complete the online survey. It is recommended that each church provide a computer with internet access and personal assistance, if needed, to take the survey. The availability of the on-site computer access should be appropriately promoted within the congregation.

5. _____ Provide information necessary to everyone on how to complete the online survey and set a deadline for completion.

Completed surveys are received directly by an the EFC-ER staff at the Evangelical Friends Headquarters where they will be tabulated and summarized for evaluation.

6. _____ Review Survey Results with Church Health Director

The Church Health Director will present the summarized findings to the Elder Board and the lead pastor.

7. _____ Determine next steps

Depending on the results of the Surveys and the follow-up presentation by the Church Health Director, one of the following actions outlined in the Faith and Practice Paragraph 342 v., vi., or vii. will take place:

- i. Complete a church assessment recommended by the Church Health Director if there is not consensus regarding the continuation of the pastoral call.
- ii. Continue the pastoral call for an additional four years.
- iii. Discontinue the pastoral call
- iv. Convene a Congregational Meeting to discern the continuation of the pastoral call

8. _____ Steps if continued call is not offered or if it is declined

If the church determines to not continue the call of the lead pastor, or if a continued call is offered and turned down, the church must begin a search for a new lead pastor. At that point, the church should contact the Church Health Director and begin the process of a search for a new lead pastor as outlined in the *Guide for Securing a Lead Pastor*.

Lead Pastor Renewal Assessment Survey

The following statements will be presented electronically to individuals in each of the four groups listed below. Respondents will be asked to respond by answering on a scale of 1 to 5 ranging from “Strongly Disagree” to “Strongly Agree.”

Congregation

- There is a sense of unity in the church.
- I am in agreement with the direction of the church.
- The lead pastor’s preaching is effective.
- The lead pastor’s leadership style fits the church.
- There is a good lead pastor/congregation relationship.

Elders

- There is a sense of unity in the church.
- I am in agreement with the direction of the church.
- The lead pastor’s preaching is effective.
- The lead pastor’s leadership style fits the church.
- There is a good lead pastor/congregation relationship.
- The relationship between the Elder Board and the lead pastor is good.
- There is unity between the Elder Board and the lead pastor related to the direction of the church.
- The church’s vision is being carried out.

Pastor

- There is a sense of unity in the church.
- I am in agreement with the direction of the church.
- My preaching is effective.
- My leadership style fits the church.
- There is a good lead pastor/congregation relationship.
- My relationship with the Elder Board is strong.
- My relationship with Church Staff is good.
- There is unity between me and the Church Staff related to the direction of the church.
- I continue to sense a call to this church.
- My family’s level of happiness at the church is good.

Church Ministry Staff

- There is a sense of unity in the church.
- I am in agreement with the direction of the church.
- The lead pastor’s preaching is effective.
- The lead pastor’s leadership style fits the church.
- There is a good lead pastor/congregation relationship.
- The relationship between the Staff and the lead pastor is good.
- There is unity between the Staff and the lead pastor related to the direction of the church.
- The church’s vision is being carried out.

Sample Email to Send to Elders, Church Staff, and Congregation

Dear _____, *(Elders, Church Staff, or Congregation)*

Your lead pastor's current pastoral agreement will be concluding soon, so it is time for the process of renewing his or her service to your congregation.

The EFC-ER Church Health Team has prepared a series of statements for the elders, lead pastor, church pastoral staff (if applicable), and congregation to affirm the lead pastor's call. Your input is requested and appreciated as an important part of this process.

Please use the following link: _____ *(insert link)* to complete the survey by responding to the statements. The survey takes about 3 minutes to complete. If you are unable to complete it online, please contact your church for access.

Please submit your response to the survey by _____ *(insert deadline.)*

Thank you for your leadership in your church and your contribution to this process!

(Closing),

_____ *(Elder or contact person)*



Evangelical Friends Church
— EASTERN REGION —

Guide for Securing a Lead Pastor

Introduction

Your pastor has just resigned or your congregation voted to make a change in pastoral leadership. What should be done? This document has been prepared to serve as a guide for your church leadership in securing pastoral leadership.

First things:

- 1) Commit to pray for a smooth transition and the right pastor to be called.
- 2) Know that your Church Health Director will walk you through every step of the process of securing new pastoral leadership.
- 3) Take the Church Assessment. This tool will guide you with self-knowledge which will best prepare you for your next pastor.
- 4) Consider an Interim pastor to allow adequate time for transition.

The following items are included in this packet:

- A checklist to help you work through the process. We encourage you to follow through the checklist one step at a time.
- A Church Information Sheet (CIS) that should be filled out and copies sent to the General Superintendent and Area Superintendent. Church Health Team.
- Copy of a Contract that might be used by your congregation after the call has been given and approved (and accepted).

Most of the materials enclosed are easily removed for use. Digital copies are also available on our website at www.efcer.org/churchhealth. Feel free to copy any of the materials you might need.

You are involved in an important task for Evangelical Friends Church – Eastern Region. May God give you wisdom and blessing as you fulfill your role in this process.

Check List

1. _____ Contact the Church Health Director

The Church Health Director will provide your church with a list of candidates available to pastor your church. Knowing the background of your church and the candidates available, the Director will consult with the local church about the individuals on the list and share with you the staff recommendations. He will serve as a counselor to your church as you make this important decision. He will recommend an Assessment at this time and perhaps an Interim pastor if that is desirable.

2. _____ Complete the Church Information Form (CIF) and return it to Church Health Director as soon as possible.

The church is responsible to mail or e-mail one copy of the profile to any candidates with whom they are communicating.

3. _____ Church leadership or Search Team will review pastoral profiles and select individuals to be interviewed once they have been vetted by the Leadership Development Team.

4. _____ Contact your first selected candidate and set dates a date for an interview.

After the top candidate is chosen for an interview, the Elder of the Spiritual Life Commission (or Search Team Chair) should contact the candidate by telephone and determine if the candidate / candidates are interested in interviewing for the position. A time and date should be determined and this information shared with the Church Health Director. It is suggested that interviews be scheduled within as short a period as possible. Hospitality for candidate and any family members that may come along should be carefully planned. The church is responsible for expenses related to travel, meals and lodging for the candidate.

5. _____ Conduct the interview

Here are some topics you may want to explore with a prospective pastor:

- What is the style or emphasis of ministry of the candidate?
- What are the candidate's strengths and weaknesses in professional ministry?
- How does candidate view pastoral visitation?
- What are the candidate's expectations of the congregation?
- What does the candidate see as the purpose of morning worship, evening service, and prayer service?

Pastoral Interview Sample Guideline

- 1) How do you view your role as a pastor?
- 2) What is your philosophy of ministry?
- 3) What are your expectations for the laity?
- 4) How would you describe your preaching style?
- 5) Describe for us a typical worship service as you see it. What are the ingredients?
- 6) What is your concept of pastoral care, calling, counseling?
- 7) How do you approach evangelism and discipleship in the local church.
- 8) What is the best approach to membership training as you see it?
- 9) How do you preach and teach on holiness?
- 10) Give us some idea of how you see the church being administered (financial, managing people, staff relationships and accountability, delegating).
- 11) Where do you see your greatest opportunity for personal growth?
- 12) How do you feel about your family adapting to a new location?
- 13) How does your spouse feel about ministry?
- 14) What have you found to be your greatest strength and weaknesses?
- 15) What do you expect from church board members?
- 16) What are your personal priorities?
- 17) How do you deal with personal devotions?
- 18) What is your philosophy of youth ministry? How do you work with staff?
- 19) How do you perceive the role of missions in the local church?
- 20) Who do you look up to? What Authors and/or ministry leaders mentor you?
- 21) How would you approach Christian Education?
- 22) Describe your prayer life and how it affects you. What role would prayer take in our church?
- 23) What passages of scripture have leapt off the page and enlightened your heart and mind during the last month?
- 24) Describe a time of brokenness in your life. Do you have any experiences of shattered dreams like Joseph? How did God use the “pit” and “prison” to develop you?
- 25) What is it about our church that appeals to you?
- 26) Why do you want to leave your present position?
- 27) How do you describe your leadership style?
- 28) Is there anything else we should know about you?
- 29) Would you accept this position if it were offered to you?

It is suggested that an agenda be prepared by the Administration Council/Spiritual Life Commission prior to the interviews. Be specific about salary and benefits offered. This would include: moving expenses, base salary, housing, hospitalization, pension, vacation, business expenses, etc.

6. _____ Make a recommendation to the congregation in a called meeting for a ballot vote.

It is suggested that the candidate be introduced to the congregation. This will allow the congregation time to ask questions and gather data so they can vote intelligently. The one presiding would give the background of the candidate. The candidate could give a synopsis of his/her philosophy of ministry and expectations as pastoral leader. Time should be provided for questions to be asked both by congregation and candidate. The Administrative Council/Spiritual Life Commission should recommend the candidate they believe to be best suited for the position. It is preferable to invite one candidate at a time.

7. _____ Issue a call

As soon as the congregation reaches a decision, the presiding clerk should inform the Church Health Director and issue a written official call to the prospective pastor. As soon as possible the presiding clerk should obtain contract forms from headquarters and fill them out. These forms should be completed and filed as per instructions. Other candidates that were interviewed should be informed of the church's decision by the Elder of the Spiritual Life Commission.

8. _____ Interview Pastor Leaving Congregation Exit Interview

This interview can provide much valuable data for the Administrative Council or Spiritual Life Commission. Two items are important at this point. Don't attempt to get a pastor to reconsider this decision to resign! Do not argue or debate any issue. This is simply to get information.

The interview agenda could include:

- Where are we strong as a congregation?
- Where are we weak?
- How have we changed since you arrived?
- Did you have any dreams for our congregation that were not fulfilled?

It is important to clarify the relationship which the departing pastor will have with the congregation after he or she leaves. It is suggested that a pastor not return for pastoral services except when invited by the incoming pastor.

Also, this would be a good opportunity to discuss:

- All records to be complete and up-to-date.

- A list of perspective members and new contacts to be given to the Elder of the Spiritual Life Commission.
- Any situations listed that need follow-up. Weddings? Revivals? Special events?

9. _____ After the call is accepted

After the candidate accepts the position, the Church Health Director should be notified. The congregation should be informed of the acceptance as soon as it is received.

Moving arrangements should be carried out as agreed. If you are providing housing, you should make sure everything is ready. This would be completion of any re-decoration and cleaning. Also, you should make sure all utilities are secured.

You should make plans to introduce your new pastor to the community. This would be through newspaper, radio, and other appropriate means.

It is proper for the Elder of the Spiritual Life Commission to plan a short dedication of the pastor as part of the morning worship service the first Sunday of new pastoral leadership.



Pastoral Agreement

_____ Local Friends Church Name, a congregation of:

EVANGELICAL FRIENDS CHURCH – EASTERN REGION
5350 Broadmoor Circle NW, Canton, OH 44709
330-493-1660

SECTION 1: THE PARTIES IN AGREEMENT

The following agreement is made between: _____ (“Pastor”) and the _____ Friends Church (“Church”) for the pastoral position of _____ for the anticipated term beginning _____ and ending _____.

SECTION 2: THE PERFORMANCE IN AGREEMENT

1. The mutual obligations of Pastor and Church outlined in the *Faith and Practice*, paragraphs 340-370, are accepted as part of this agreement.
2. A separate page may be attached to this agreement that further describes the position that has been agreed upon by both parties.

SECTION 3: THE COMPENSATION PACKAGE IN AGREEMENT

1. The Church agrees to pay the Pastor for ____ full-time or ____ part-time service.
2. The Church agrees to pay the Pastor on _____ (weekly or bi-monthly) basis.
3. The Church agrees to pay a compensation package which includes a cash salary of \$_____ per year.
4. The Church further agrees to include a housing allowance of \$_____ per year. This is provided by ____ a cash allowance or ____ parsonage (plus utilities).

5. The Church further agrees to pay the following fringe benefits on behalf of the Pastor in addition to the items above.
 - a.) Pension Contribution of 12% of compensation (salary plus housing allowance) minus \$12/month for employees under 65 (\$50,000 benefit). The premium for ages 65-70 is \$9/month (\$32,500 benefit), and the premium for those over age 70 is \$6/month (\$25,000 benefit).
 - b.) Provision for payment of medical and dental premiums for the pastor and dependents.
6. The Church will provide a W-2 annually, following IRS guidelines.
7. The Church additionally agrees to permit the pastor time off from his pastoral duties for days off, vacation, revivals, and denominational conferences in accordance with the schedule set forth in the *Faith and Practice*:
 - a.) One day off per week
 - b.) Holidays as agreed upon
 - c.) Annual vacation with the church paying for the pulpit supply. The vacation schedule depends on the pastor's service to the EFC-ER as follows:
 - i. 1-5 years of service, 2 weeks' vacation
 - ii. 6-10 years of service, 3 weeks' vacation
 - iii. 11 and more years of service, 4 weeks' vacation
 - d.) Time off for ministry opportunities outside of the local church up to a total of two weeks per year (e.g. revivals, camp meetings, etc.), the pastor paying for pulpit supply
 - e.) Time for attendance at Yearly Meeting and Pastor's Conference, the church paying expense for pastor and spouse to attend, and for pulpit supply
 - f.) Time for attendance at and fulfillment of reasonable services for EFC-ER boards and teams.
8. The Church additionally agrees to cover the normal and approved ministry expenses of the Pastor through an established reimbursement plan that complies with applicable tax rules subject to the church's budget limitations. Such expenses may include:
 - a.) Business use of automobile;
 - b.) Business travel away from home including transportation, lodging, and meals on overnight trips;
 - c.) Subscriptions, books and software related to ministry;
 - d.) Entertainment and hospitality expenses related to ministry
9. The Pastor agrees to pay for the following items:
 - a.) The premium for the Disability Insurance with after-tax income (all full-time Pastors must participate in this coverage), which has a current monthly rate of \$22.

- b.) The full amount of premium needed to secure local homeowners / renter's insurance if a parsonage is provided.
 - c.) The personal self-employment taxes that are required by law and statute, including: federal income tax, self-employment social security tax, plus state and local taxes. A waiver must be filed with the federal government in order to be exempt from social security. Such step is not endorsed nor favored by the EFC-ER, but is a right of the Pastor.
10. The Pastor agrees to discipline the use of his time to faithfully labor through adequate pastoral preparation in any related preaching/teaching, in pastoral calling, as well as in giving administrative guidance to all ministries of the church related to his position.
11. In the case of a church not providing full-time compensation and benefits, the Church must allow the Pastor the time off to supplement his income in other ways sufficient to the level of support agreed upon.

SECTION 4: THE PRINCIPLES IN AGREEMENT

1. The Church and the Pastor agree that the Bible and its Biblical principles shall guide all areas of this agreement. This is especially true with regards to work ethics, character development, attitude adjustments, legal constraints, relational respect, and professional ethics.
2. The Church and the Pastor agree that when they are in disagreement about these matters, that they will abide by the judgment of the appropriate body of the EFC-ER (the Church Health Team, Church Health Team Director and the Executive Director).
3. The Church and the Pastor agree that they shall understand and cooperate in such a way that demonstrates that they are not just a part of a local church, but a wider movement within the EFC-ER and the Body of Christ.
4. Agreements on Early Termination and Mediation:
 - a.) The Church and the Pastor (and/or pastoral staff hereafter referred to as Pastor) agree that either the Church leadership or the Pastor can initiate an early termination of this Pastoral Agreement by furnishing written notice to the other. If the Church leadership initiates the termination with the advice and consent of the Church Health Director and the Church Health Team, the Church shall then have the discretion to either have the Pastor immediately cease performing the Pastor's duties according to the terms of this Pastoral Agreement, or to have the Pastor continue performing the Pastor's duties according to the terms of this Pastoral Agreement for a period of time to be agreed upon by the Church and the Pastor.

In the event that the Pastor chooses to terminate this agreement, he/she shall give the Church no less than ninety (90) days' notice unless otherwise agreed upon with the Church. The Church and the Pastor shall negotiate the time and scope of responsibilities the Pastor will perform until the time of departure occurs.

In either event, the Pastor shall be entitled to the Pastor's full compensation, including but not limited to any and all benefits that Pastor is entitled to, according to the terms of this Pastoral Agreement for a period of not less than ninety (90) days. In the event the Pastor obtains other employment prior to the ninety (90) day period, the full compensation package shall be prorated or ceases.

- b.) Consistent with 1 Corinthians 6:1-8, all EFC-ER churches, pastors, pastoral staff and other EFC-ER church employees agree that should there arise disagreements that cannot be satisfactorily resolved within the local church, both the pastor(s), pastoral staff, and/or other church employees and the local church will submit to the guidance and decisions of the Church Health Team and the Executive Director.

Should the matter(s) at hand still not be resolved satisfactorily, both the Church and the Pastor (and/or other church employees) agree to abide by the final results of biblically based mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure for Christian Conciliation in the *Guidelines for Christian Conciliation of the Institute for Christian Conciliation*, a division of Peacemakers Ministries.

SECTION 5: THE PEOPLE IN AGREEMENT

We, the undersigned, agree to the points outlined in this agreement:

Pastor (from Section 1)

Date

Staff Pastor/Person (from Section 1, if applies)

Date

Presiding Elder (representing the Church)

Date

Elder (representing the Church)

Date

Copies of this Pastoral Agreement should be sent to the Pastor, the Presiding Elder, (Moderator, presiding clerk, Board President), the Treasurer, and EFC-ER Church Health Director. The individual details of this agreement (especially in multiple-staff churches) are not intended to be made a matter of public knowledge.



Evangelical Friends Church

EASTERN REGION

Church Information Form

Church Name _____ Today's Date _____

Address _____

City/State/Zip Code _____

Church Phone _____ Church Fax Line _____

Church Website _____ Church Email _____

Contact Person _____ Position _____

Day Phone _____ Evening Phone _____

Fax Line _____ Email _____

Please Help Us Know Your Church

Statistics:

<u>Category</u>	<u>Number/Average</u>	<u>Declining/Steady/Growing</u>
Church Membership	_____	_____
Sunday School	_____	_____
Morning Worship	_____	_____
Evening Service	_____	_____
Midweek Activities	_____	_____

Percentages:

<u>Age/Group</u>	<u>Number/Average</u>	<u>Declining/Steady/Growing</u>
0-11 years	_____	_____
12-18 years	_____	_____
19-25 years	_____	_____
26-45 years	_____	_____
46-64 years	_____	_____
65 years and older	_____	_____

Occupations:

<u>Category</u>	<u>Number</u>	<u>Percentage</u>	<u>Declining/Steady/Growing</u>
Students	_____	_____	_____
Laborers	_____	_____	_____
Farmers	_____	_____	_____
Retail Sales	_____	_____	_____
Clerical	_____	_____	_____
Homemakers	_____	_____	_____
Educators	_____	_____	_____
Business	_____	_____	_____
Professionals	_____	_____	_____
Retired	_____	_____	_____

Families:

<u>Category</u>	<u>Number</u>	<u>Percentage</u>	<u>Declining/Steady/Growing</u>
Singles (No Children)	_____	_____	_____
Singles (With Children)	_____	_____	_____
Couples (No Children)	_____	_____	_____
Couples (With Children)	_____	_____	_____

Finances:

<u>Category</u>	<u>Last Year's Actuals</u>	<u>This Year's Budget</u>
Income	\$ _____	\$ _____
Expenses	\$ _____	\$ _____
Savings	\$ _____	\$ _____
Indebtedness	\$ _____	\$ _____
EFC-ER Missions	\$ _____	\$ _____

Please Help Us Know the Positions You Are Filling

1. Title/Position

2. Please briefly describe (or attach) the job description for this position.

3. Projected Compensation and Benefits

Salary \$ _____

Housing Allowance (if no parsonage) \$ _____

Parsonage Allowance (Fair Market Value) \$ _____

Utilities (If in addition to above allowance) \$ _____

Medical Insurance (Over 30 hours per week) \$ _____

Pension (Over 25 hours per week) Total Compensation \$ _____

Please note that mileage, business expenses, and conferences are not to be included in the compensation package.

4. Other Compensation Notes

Please describe the parsonage (if it is included).

Please describe other issues, like vacation schedule, annual conferences, and such.

Please describe the church's position on employment outside of the church.

5. Please briefly describe the type of leader you are seeking.

6. Please briefly describe how this leader will need to relate to co-workers and supervisors.

Please Help Us Know Your Church's Context of Ministry

1. Please write (or attach) the church's mission, vision, and core values statements.

2. What challenges or opportunities do you offer a pastor?

3. Name three significant events that have happened in the church in the last five years.

4. Give several characteristics of your community.

5. What do you see as your church's goals for the next five years?

6. How and when will you decide upon your selection for this position?

7. How and how often will you measure the success of the pastor?

Mission and Movement - EFC-ER Church Health Team Discipleship Resources

- 1) **A Long Obedience in the Same Direction: Discipleship in an Instant Society** by Eugene H. Peterson
- 2) **Disciple Making Is . . . : How to Live the Great Commission with Passion and Confidence** by Dave Earley and Rod Dempsey
- 3) **Discipleship Essentials: A Guide to Building Your Life in Christ** by Greg Ogden
- 4) **DFD: Design for Discipleship Series** by The Navigators
- 5) **FirstSteps: One-on-One Discipleship** by Specificity Publications
 - a. In addition to **First Steps: Swimming Lessons: How to Keep Christians Afloat in A Sinking World** by Grant Edwards
 - b. Also available: **Discipling Your Child: Helping Your Child Know, Love & Follow Jesus**
- 6) **Knowing God Personally Portfolio** by Multiplication Ministries
- 7) **One-to-one Discipleship** by Multiplication Ministries
- 8) **Following the Master: A Biblical Theology of Discipleship** by Michael J. Wilkins
- 9) **The Disciple Maker's Handbook: Seven Elements of a Discipleship Lifestyle** by Bobby W. Harrington, Josh R. Patrick
- 10) **The Purple Book: Biblical Foundations for Building Strong Disciples** by Rice Brooks and Steve Murrell

FOR Leaders:

- 11) **DiscipleShift: Five Steps That Help Your Church to Make Disciples Who Make Disciples** by Jim Putnam
- 12) **Renovation of the Heart: Putting On the Character of Christ Paperback** by Dallas Willard
- 13) **Strategic Disciple Making: A Practical Tool for Successful Ministry** by Aubrey Malphurs
- 14) **The Complete Book of Discipleship: On Being and Making Followers of Christ** by Bill Hull
- 15) **The Master Plan of Evangelism** by Robert E. Coleman

EFC-ER Church Health Team Discipleship Resources

A Long Obedience in the Same Direction: Discipleship in an Instant Society by Eugene H. Peterson

As a society, we are no less obsessed with the immediate than when Eugene Peterson first wrote this Christian classic. But Peterson's time-tested prescription for discipleship remains the same—a long obedience in the same direction. Tucked away in the Hebrew Psalter, Peterson discovered "an old dog-eared songbook," the Songs of Ascents that were sung by pilgrims on their way up to worship in Jerusalem. In these songs (Psalms 120-134) Peterson finds encouragement for modern pilgrims as we learn to grow in worship, service, joy, work, happiness, humility, community and blessing. This 20th anniversary edition of *A Long Obedience in the Same Direction* features these Psalms in Peterson's widely acclaimed paraphrase, *The Message*. He also includes an epilogue in which he reflects on the themes of this book and his ministry during the twenty years since its original publication. Publisher: IVP Books

Disciple Making Is...: How to Live the Great Commission with Passion and Confidence by Dave Earley and Rod Dempsey

Disciple Making Is... stands as one of the most thorough books yet offered regarding how to make disciples. In thirty brief, hard-hitting but easily accessible chapters, the entire scope of disciple making is presented in a way that will inspire and inform the reader to obey the Great Commission with great passion. Grounded on a solid biblical foundation, authors Dave Earley and Rod Dempsey—both veterans of one-on-one, collegiate, small group, and local church discipleship—share their practical insights on how to best reproduce reproducers of Christ's message. Each compelling entry is set up to finish the sentence that begins with the book's title. For example, *Disciple Making Is . . .* "Embracing the Cross," "Forsaking All to Follow Jesus," "Living on Mission," "Launching an Unstoppable Force," "Mentoring Disciples as Jesus Did," "Multiplying Disciple-Makers as Paul Did," "Creating a Healthy Church," and more. Publisher: B&H Academic

Discipleship Essentials: A Guide to Building Your Life in Christ by Greg Ogden

A 2014 ECPA Christian Book Award Finalist Discover the fullness of life in Christ. We grow in Christ as we seek him together. Jesus' own pattern of disciple-making was to be intimately involved with others and allow life to rub against life. By gathering in twos or threes to study the Bible and encourage one another, we most closely follow Jesus' example with the twelve disciples. This workbook by Greg Ogden is a tool designed to help you follow this pattern Jesus drew for us. Working through it will deepen your knowledge of essential Christian teaching and strengthen your faith. Each week contains the following elements:

- a core truth presented in a question-answer format
- a memory verse and accompanying study
- a field-tested inductive Bible study
- a reading on the theme for the week
- questions to draw out key principles in the reading

This material is designed for groups of three. It has also been used successfully as an individual study program, a one-on-one discipling tool and small group curriculum. Jesus had a big enough vision to think small. Focusing on a few did not limit his influence. Rather, it expanded it.

Discipleship Essentials is designed to help us influence others as Jesus did--by investing in a few. Second edition includes a new foreword by the author. These studies are for both individuals and groups. Publisher: IVP Connect

DFD: Design for Discipleship Series by The Navigators

The Design for Discipleship Bible study series is comprised of 6 study guides covering the following topics: Your Life in Christ; The Spirit-Filled Follower of Christ; Walking with Christ; The Character of a Follower of Jesus; Foundations of Faith; Growing in Discipleship. An additional resource is available following the six lessons entitled: Our Hope in Christ, Analysis of First Thessalonians (7 sessions). The DFD series also is available in Spanish under the name Diseño para el Discipulado. A DFD Leader's Guide is available. Recently updated with interactive, discussion-prompting questions and quotes from Christian leaders, the Discipleship Series can be used on your own or in a small group. This Bible study will give you insight and encouragement to help you grow in Christ and help others do the same. The Navigators navigators.org

FirstSteps: One-on-One Discipleship

An Adventure for New and Renewed Believers

A practical tool for one-on-one discipleship. With it, you'll be able to sit down with a new believer and lead them through a foundation-building process, grounding them in an active relationship with Jesus, becoming a Christian who loves the Lord and loves others with a desire to serve. The Workbook includes 10 easy-to-follow lessons using scripture and foundational principles; and also includes instructions on how to use the Workbook. Whether you've been a Christian for decades or just since lunch, the *First Steps Discipleship Workbook* is your passport to the adventure of a lifetime. Lessons include: Assurance; Freedom; Priorities; The Bible; Prayer; Fellowship; Evangelism; God's Will; The Soon Return of Jesus; Review. Instructions for the discipler are included. Published by Specificity Publications disciplinganother.com

In addition to **First Steps**:

Swimming Lessons: How to Keep Christians Afloat in A Sinking World by Grant Edwards

Swimming Lessons is an engaging book that explores the foundational principles of one-on-one discipleship, and serves as a companion to the First Steps Discipleship workbook, giving a more in-depth understanding of why and how to disciple.

Discipling Your Child: Helping Your Child Know, Love & Follow Jesus

Every children's minister's wish list includes parents stepping up and leading their elementary children into a deeper relationship with Jesus. Now parents will--with these 10 simple, do-them-at-home sessions. Sessions include games and activities that are easily adaptable for children of different temperaments and interests.

Knowing God Personally Portfolio

Multiplication Ministries four lesson "first step" resource for maturing believers. Lessons Include: Beginning With God, Fellowship with God, Power to Live for God, Growing as a Child of God. Multiplication Ministries multimin.com

One-to-one Discipleship

A nine lesson study to be used by one person discipling another. This product is available in 8 ½ X 11 and includes nine lessons: Assurance of Salvation; Attributes of God; The Bible; Prayer; The Spirit-Filled Life; Fellowship; Witnessing; Temptation; Obedience. Instructions for the discipler are included. Multiplication Ministries multimin.com

Following the Master: A Biblical Theology of Discipleship by Michael J. Wilkins

What should a disciple of Jesus look and act like today? What is the relationship between discipleship and salvation, between discipleship and sanctification, between discipleship and ministry? How were disciples of Jesus different from other disciples in the ancient world? How did the early church carry out Jesus' agenda in "making disciples of all the nations"? In *Following the Master*, Michael J. Wilkins addresses these and many other questions that perplex the church today—not by offering another discipleship program or manual but by presenting a comprehensive biblical theology of discipleship. *Following the Master* compares other forms of master-disciple relationships in existence in the ancient Judaism and Greco-Roman world, traces Jesus' steps as he called and developed disciples, and Mediterranean world as it followed Jesus' command to make disciples. *Following the Master* lays the groundwork necessary for developing biblical discipleship ministries in the church, on the mission field, and in parachurch ministries. It is essential reading for all pastors, students, and Christian workers. Publisher: Zondervan

The Disciple Maker's Handbook: Seven Elements of a Discipleship Lifestyle by Bobby W. Harrington, Josh R. Patrick

Many people believe that discipleship is important, but they need help. In fact, the vast majority of Christians report that they have never been personally discipled by a more mature follower of Jesus. Is it any wonder that they have a difficult time knowing how to disciple others? If making disciples of Jesus is the greatest cause on earth, how should we equip people to do it? This handbook is a practical guide for how to embrace the discipleship lifestyle – being a disciple of Jesus and how to make other disciples of Jesus. With contributions from pastors and teachers like Francis Chan, Jeff Vanderstelt, Bill Hull, Jim Putman, KP Yohannan, and Robert Coleman, the authors present seven elements that are necessary for disciple making to occur:

- Jesus—the original disciple maker and centerpiece of discipleship.
- Holy Spirit—fuels the disciple-making process.
- Intentionality—making disciples utilizing a strategy and a roadmap.
- Relationships—creating a loving, genuine connection with others who trust and follow Jesus.
- Bible—using the Word of God as the manual for making disciples.
- Journey—forging a traceable growth story from a new birth to spiritual parenthood.
- Multiply—reproducing the discipleship process so that the disciple becomes a disciple maker.

Whether you are a parent who wants to disciple your children, a small group leader who wants to disciple those in your group, or a church leader who wants to disciple future leaders, the seven key elements in this handbook form a framework for understanding discipleship that can be applied in countless situations. In addition, there are questions provided in each section to help

you think through how to apply the material to your disciple making efforts. Publisher: Zondervan

The Purple Book: Biblical Foundations for Building Strong Disciples by Rice Brooks and Steve Murrell

This 12-part Bible study is designed to help seekers and believers stand firm and grow strong in the Christian life. The lessons help reinforce the only foundation worth building upon—a biblical one using Scripture to bring the Word of God alive. Lessons include Sin & Salvation; Lordship & Obedience; Repentance & Baptism; The Holy Spirit & Spiritual Gifts; Spiritual Hunger & God’s Word; Discipleship & Leadership; Spiritual Family & Church Life; Prayer & Worship; Faith & Hope; Biblical Prosperity & Generosity; Evangelism & World Missions; Resurrection & Judgment. These discipleship lessons will help believers understand that the faith we hold has true power to change lives and transform nations. It offers a solid foundation the enemy cannot dismantle—and a heart shaped by knowledge of God’s Word. Publisher: Every Nation Ministries

DiscipleShift: Five Steps That Help Your Church to Make Disciples Who Make Disciples by Jim Putnam

Over the last thirty years, many influential church leaders and church planters in America have adopted various models for reaching unchurched people. An “attractional” model will seek to attract people to a local church. Younger leaders may advocate a more “missional” approach, in which believers live and work among unchurched people and intentionally seek to serve like Christ. While each of these approaches have merit, something is still missing, something even more fundamental to the mission of the church: discipleship. Making disciples – helping people to trust and follow Jesus – is the church’s God-given mandate. Devoted disciples attract people outside the church because of the change others see in their Christ-like lives. And discipleship empowers Christians to be more like Christ as they intentionally develop relationship with non-believers. *DiscipleShift* walks you through five key “shifts” that churches must make to refocus on the biblical mission of discipleship. These intentional changes will attract the world and empower your church members to be salt and light in their communities. Publisher: Zondervan

Renovation of the Heart: Putting On the Character of Christ Paperback by Dallas Willard

As Christians, we know that we are new creations in Jesus. So we try to act differently, hoping this will make us more like Him. But changing our outward behavior doesn’t change our hearts. Only by God’s grace can we be transformed internally. *Renovation of the Heart* lays a biblical foundation for understanding what best-selling author Dallas Willard calls the “transformation of the spirit”—a divine process that “brings every element in our being, working from inside out, into harmony with the will of God.” This fresh approach to spiritual growth explains the biblical reasons why Christians need to undergo change in six aspects of life: thought, feeling, will, body, social context, and soul. Willard also outlines a general pattern of transformation in each area, not as a sterile formula but as a practical process that you can follow without the guilt or perfectionism so many Christians wrestle with. Don’t settle for complacency. Accept the challenge *Renovation of the Heart* offers to become an intentional apprentice of Jesus Christ, changing daily as you walk with Him. Publisher: NavPress

Strategic Disciple Making: A Practical Tool for Successful Ministry

by Aubrey Malphurs

For many people, church is there to meet their needs—with programs designed with them in mind. *Strategic Disciple Making* teaches these churchgoers to develop a servant's heart. Readers will discover that they control the destiny of their church. If they seek personal contentment, they must grow as disciples, and church expert Aubrey Malphurs explains the true meaning of the word. This refreshing resource offers a radical "how-to" for renewing faltering faith. It is perfect for burned-out ministers and downcast church leaders who want a more authentic discipleship experience. Publisher: Baker Books

The Complete Book of Discipleship: On Being and Making Followers of Christ by Bill Hull

The Complete Book of Discipleship is the definitive A-to-Z resource on discipleship for every Christian. It pulls together into one convenient, comprehensive volume relevant topics such as spiritual growth, transformation, spiritual disciplines, and discipleship in the local church and beyond. Well organized, fully indexed, and readily accessible, *The Complete Book of Discipleship* will help you gain a wealth of insight from experts in the field, whether by reading it cover to cover or by finding immediate answers to specific questions. Publisher: NavPress

The Master Plan of Evangelism by Robert E. Coleman

For more than forty years this classic study has shown Christians how to minister to the people God brings into their lives. Instead of drawing on the latest popular fad or the newest selling technique, Dr. Robert E. Coleman looks to the Bible to find the answer to the question: What was Christ's strategy for evangelism? This convenient format has an updated look for a new generation of readers. Publisher: Revell

The Good and Beautiful Series by James Bryan Smith

James Bryan Smith believes the gospel is about change in our lives today, not just our eternal destiny. In *The Good and Beautiful Series* he aims to help Christians develop a robust discipleship by helping them understand who God is, what it means to be a Christian and what it means to live in community as a part of God's kingdom. Throughout the series, which includes *The Good and Beautiful God*, *The Good and Beautiful Life* and *The Good and Beautiful Community*, Smith encourages you to read, journal, pray, discuss and participate in weekly spiritual exercises to help you engage with the text. As you work through the books individually (or more ideally in a group setting) you'll discover your heart being shaped by the truth of Christ—and your life being changed. Get to know the God Jesus knew and the Kingdom he proclaimed. The transformation you seek will come as a direct result of spending focused time with him and his people. A Renovaré Resource. James Bryan Smith (M.Div., Yale University Divinity School, D.Min., Fuller Seminary) is a theology professor at Friends University in Wichita, KS and a writer and speaker in the area of Christian spiritual formation. He also serves as the director of the Christian Spiritual Formation Institute at Friends University.

Celebration of Discipline: The Path to Spiritual Growth by Richard Foster

A newly repackaged and updated 40th anniversary edition of the timeless guide that has helped numerous seekers discover a richer spiritual life infused with joy, peace, and a deeper

understanding of God, updated with a new introduction by the author and a new section: "Entering the Great Conversation about the Growth of the Soul." Hailed by many as the best modern book on Christian spirituality, *Celebration of Discipline* explores the "classic Disciplines," or central spiritual practices, of the Christian faith. Along the way, Foster shows that it is only by and through these practices that the true path to spiritual growth can be found. Dividing the Disciplines into three movements of the Spirit, Foster shows how each of these areas contribute to a balanced spiritual life. The inward Disciplines of meditation, prayer, fasting, and study offer avenues of personal examination and change. The outward Disciplines of simplicity, solitude, submission, and service help prepare us to make the world a better place. The corporate Disciplines of confession, worship, guidance, and celebration bring us nearer to one another and to God. *Celebration of Discipline* will help Christians everywhere to embark on a journey of prayer and spiritual growth.

Practicing the Presence of God by Brother Lawrence

This book collects the conversations, letters, and other writings of Brother Lawrence, a seventeenth century monk whose daily practice was to give himself, moment by moment, to the presence of God. As a rejuvenated paraphrase of elderly translations from the original French, this edition captures Brother Lawrence's timeless observations in the language of the present.

Right Here, Right Now: Everyday Mission for Everyday People by Alan Hirsch and Lance Ford
People in all walks of life are discovering what it means to be involved, concerned, missional Christians. But simply having block parties or spending more time downtown is not enough to describe what it means to be a missional people. What is needed is a reformation of the way we actually live our lives as Jesus followers. We need to see a way of living faithfully to God's mission in the world, right here, right now. In this inspiring yet practical book, Alan Hirsch and Lance Ford equip believers to live missionally regardless of situation, vocation, or location, making the concept of being missional accessible to the whole body of Christ. Touching on issues of discipleship, spirituality, and church at every level of experience, *Right Here, Right Now* calls readers to be the people God has made them to be.

Missional: Joining God in the Neighborhood by Alan J. Roxburgh

The burgeoning missional church movement is a sign that believers are increasingly feeling the call to impact their communities, which is a good thing. In *Missional*, Roxburgh calls Christians to reenter their neighborhoods and communities to discover what the Spirit is doing there--to start with God's mission. He then encourages readers to shape their local churches around that mission. With inspiring true stories and a solid biblical base, *Missional* is a book that will change lives and communities as its message is lived out.

The Connecting Church 2.0: Beyond Small Groups to Authentic Community by Randy Frazee

The development of meaningful relationships, where every member carries a significant sense of belonging, is central to what it means to be the church. So why do many Christians feel disappointed and disillusioned with their efforts to experience authentic community? Despite the best efforts of pastors, small group leaders, and faithful lay persons, church too often is a place of loneliness rather than connection. In this revised and updated version of his best-selling

book, Randy Frazee shows us how church can be so much...better. More intimate and alive. The answer may seem radical today, but it was a central component of life in the early church. First-century Christians knew what it meant to live in vital community with one another, relating with a depth and commitment that made "the body of Christ" a perfect metaphor for the church. The content of Randy Frazee's book helps us reclaim the kind of love, joy, support, and dynamic spiritual growth necessary for a connecting church.

The Missional Engagement Series by Gary Comer

Volume 1 – Steps to Faith: Where Inquiring Friends Become Solid Disciples

Volume 2 – First Steps Discipleship Training: Turning New Believers Into Missional Disciples

Volume 3 – Elevate: Raising Up Missional Members

Volume 4 – Launch Point: Moving Small Groups into Mission

Missional Essentials: A Guide for Experiencing God's Mission in Your Life by Brad Brisco and Lance Ford

Missional Essentials is a response to Jesus' commandment for us to love God with our all in all: "And he answered, 'You shall love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind, and your neighbor as yourself.' (Luke 10:27) Each lesson includes components that engage our heart and soul, mind, and strength, as we move forward on the missional quest of loving our neighbors as ourselves. *Missional Essentials* is designed in a one lesson per week format over a twelve-week period. Each lesson is structured to take approximately an hour and a half, depending on your learning style and your desire to dig deeper with the suggested study resources. In addition to the handbook materials there is also a weekly "missional action step" that is created to enhance the learning experience of each lesson. Each weekly lesson is organized around the following six elements: Previous Lesson Reflection, Central Theme, Biblical Reflection, Article, Reading Reflection, Missional Action Step.

The Church of Irresistible Influence by Robert Lewis

Using bridges as a metaphor for "irresistible influence"--or i2, as he calls it--Robert Lewis shows how your church can become a strong, well-traveled link between heaven and earth in your community. In this engaging and uplifting book, Lewis tells the stories and shares the experiences and lessons of Fellowship Bible Church to show what it will take to reconnect your church with your community, the how-to's of "incarnational bridge building," true stories of i2 in action, how to expand the i2 effort through new partnerships and adventures, requirements of the church in the 21st century. Discover how the power of incarnational bridge-building can impact your church and your community.

The Church as Movement: Starting and Sustaining Missional-Incarnational Communities by JR Woodward and Dan White Jr.

Public gatherings are vital for movement, but too often in our approach to planting churches, we haven't paid enough attention to the difficult grassroots work of movement: discipleship, community formation, and mission. This book will help you start missional-incarnational communities in a way that reflects the viral movement of the early New Testament church. JR Woodward (author of *Creating a Missional Culture*) and Dan White Jr. (author of *Subterranean*)

have trained church planters all over North America to create movemental churches that are rooted in the neighborhood, based on eight necessary competencies: Movement Intelligence, Polycentric Leadership, Being Disciples, Making Disciples, Missional Theology, Ecclesial Architecture, Community Formation, and Incarnational Practices. The book features an interactive format with tools, exercises, and reflection questions and activities. It's ideal for church planting teams or discipleship groups to use together. It's not enough to understand why the church needs more missional and incarnational congregations. *The Church as Movement* will also show you how to make disciples that make disciples. This is the engine that drives the church as movement, so that everyday Christians can be present in the world to join God's mission in the way of Jesus.

Untamed: Reactivating a Missional Form of Discipleship by Alan and Debra Hirsch

In this provocative and compelling book, internationally known missiologists Alan and Debra Hirsch overthrow culturized understandings of theology and culture, and cast a vision for a distinctly mission-shaped way of living the Christian life. Written for any Christian serious about issue of discipleship, *Untamed* covers such topics as church, humans as bearers of the image of God, family life, culture, and sexuality. Through it all they seek to challenge us concerning how are we to think and live day to day as followers of Jesus.

Canoeing the Mountains: Christian Leadership in Uncharted Territory by Tod Bolsinger

Explorers Lewis and Clark had to adapt. While they had prepared to find a waterway to the Pacific Ocean, instead they found themselves in the Rocky Mountains. You too may feel that you are leading in a cultural context you were not expecting. You may even feel that your training holds you back more often than it carries you along. Drawing from his extensive experience as a pastor and consultant, Tod Bolsinger brings decades of expertise in guiding churches and organizations through uncharted territory. He offers a combination of illuminating insights and practical tools to help you re-imagine what effective leadership looks like in our rapidly changing world. If you're going to scale the mountains of ministry, you need to leave behind canoes and find new navigational tools. Now expanded with a study guide, this book will set you on the right course to lead with confidence and courage.

The Forgotten Ways: Reactivating the Missional Church by Alan Hirsch

Alan Hirsch is convinced that the inherited formulas for growing the Body of Christ do not work anymore. And rather than relying on slightly revised solutions from the past, he sees a vision of the future growth of the church coming about by harnessing the power of the early church--a movement which grew from as few as 25,000 adherents in AD 100 to up to 20 million 200 years later. Similar meteoric growth has also been recorded in history and is currently being in many apostolic movements throughout the world today. How do they do it? *The Forgotten Ways* proposes the concept of Apostolic Genius as a way to understand what caused the church to experience exponential growth and impact at various times in history, interpreting it for use in our own time and place. From the theological underpinnings to the practical application, Hirsch takes the reader through this dynamic mixture of passion, prayer, and incarnational practice to rediscover the dormant potential of the modern church in the West.

The Tangible Kingdom: Creating Incarnational Community by Hugh Halter and Matt Smay

Written for those who are trying to nurture authentic faith communities and for those who have struggled to retain their faith, *The Tangible Kingdom* offers theological answers and real-life stories that demonstrate how the best ancient church practices can re-emerge in today's culture, through any church of any size. In this remarkable book, Hugh Halter and Matt Smay "two missional leaders and church planters" outline an innovative model for creating thriving grass-roots faith communities.

UnChristian: What a New Generation Really Thinks about Christianity ... and Why It Matters by Gabe Lyons and David Kinnamon

Christianity has an image problem. Christians are supposed to represent Christ to the world. But according to the latest report card, something has gone terribly wrong. Using descriptions like "hypocritical," "insensitive," and "judgmental," young Americans share an impression of Christians that's nothing short of... unChristian. Groundbreaking research into the perceptions of people aged 16-29 reveals that Christians have taken several giant steps backward in one of their most important assignments. The surprising details of the study, commissioned by the Fermi Project and conducted by The Barna Group, are presented with uncompromising honesty in *unChristian*. Find out why these negative perceptions exist, learn how to reverse them in a Christlike manner, and discover practical examples of how Christians can positively contribute to culture.